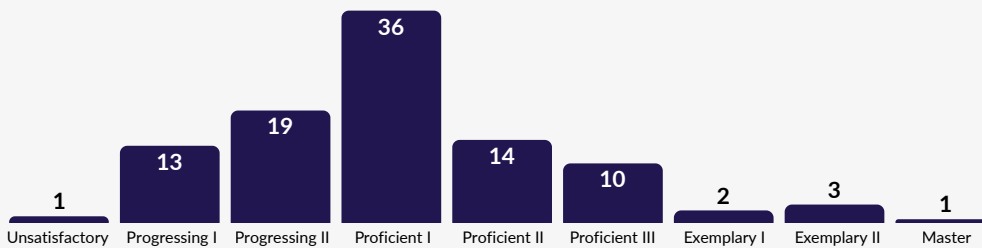




The **Teacher Excellence Initiative (TEI)** is Dallas ISD's performance-based compensation system that started in 2014-15 to increase student learning by improving teacher effectiveness. It rewards effective teaching using multiple measures, including classroom observations, student achievement, and student surveys. TEI aims to support high-quality instruction, retain highly effective teachers, and ensure that students across the district have access to excellent teaching. This summary highlights key findings from the 2024-25 TEI report.



Consistent with previous years, the largest proportion of teachers received an effectiveness level of **Proficient I**, followed by **Progressing II**. Combined, these two effectiveness levels account for **50%** of teachers.



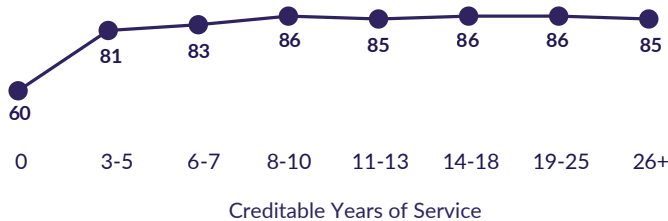
76%

teachers reported an intermediate or advanced understanding of TEI

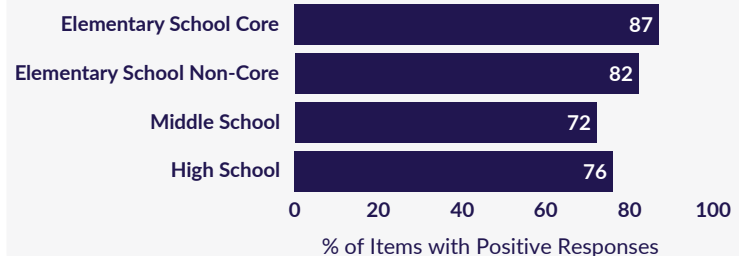
30%

teachers achieved Distinguished Teacher status

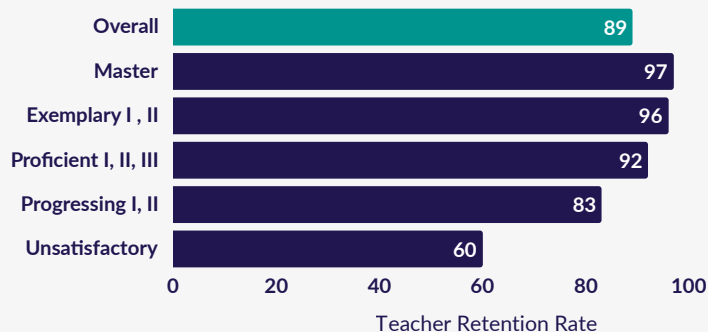
Teachers' **summative appraisal scores rise sharply** in the first few years before leveling off as they reach a proficiency plateau around years 8-10.



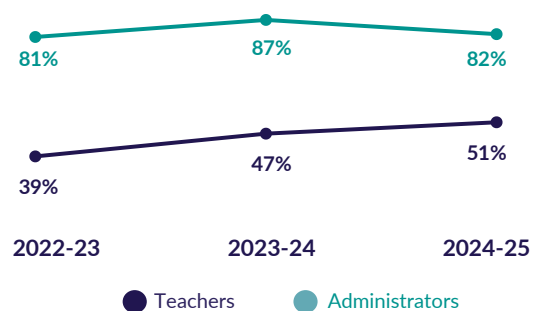
Elementary core teachers had the highest positive response rate on the student experience survey, while middle school teachers had the lowest positive response rate.



Teacher **retention rate** generally **increased** as **effectiveness level increased**. Dallas ISD retained effective teachers at higher rates than less effective teachers.



Teacher perception of TEI fairness increased by **31%** from 2022-23 to 2024-25.



Between 2023-24 and 2024-25, favorable teacher responses increased by four to six percentage points on survey items related to recruitment, retention, and salary differentiation.

In the 2024-25 survey, 96-99% of administrators, compared with 75-76% of teachers, reported spot observations, extended observations, and summative appraisals as helpful or very helpful.